



DEPARTMENT OF EDUCATION

Townsend Building
401 Federal Street Suite 2
Dover, Delaware 19901-3639
DOE WEBSITE: <http://www.doe.k12.de.us>

Susan S. Bunting, Ed.D.
Secretary of Education
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PUBLIC MEETING: DPAS-II Advisory Committee Meeting

MEETING DATE AND TIME: Tuesday, November 27, 2018 – 9:00 am

PLACE: Delaware Department of Education Cabinet Room

401 Federal Street, Dover, DE 19901 – 2nd Floor Cabinet Room

MINUTES

MEMBERS PRESENT

Clay Beauchamp, Co-Chair
Bill Doolittle
Jill League
Karen Maull
Laura Schneider
Senator David Sokola
David Tull
Patrick Williams
Jackie Wilson, Chair

NON-VOTING MEMBERS

Melissa Oates, DDOE Representative
Kimberly Rodriguez, DDOE Administrative support Non-Voting Member

MEMBERS ABSENT

Susan Frampton
Representative Earl Jaques, Jr.
Jenny Nauman
Jon Sheehan

PUBLIC

Michael Saylor, DDOE Representative



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1. Call to Order

The meeting was called to order at 9:07 a.m.

2. Pledge of Allegiance

3. Approval of October 15, 2018 Minutes

A motion was made to approve the minutes by Mr. Tull and seconded by Karen Maull. Abstained by Bill Doolittle.

The motion passed.

4. 2017 - 2018

- Melissa Oates and Michael Saylor gave an overview on the 2017-2018 Statewide Data Overall Summative. Seher Ahmad also gave a PowerPoint overview on the data. Comparisons were noted from previous years. Seher will share the preliminary data. However, it is noted that the numbers may shift.
- A comment was made about the impact of school climate and student behaviors.
- Comments were made that classrooms will sometimes tell the students that a visitor is coming and the classroom appears to be compliant instead of needing discipline.
- The impact of trauma on student behavior was mentioned.
- Teachers need assistance in dealing with different behaviors, as they may not see how planning connects to these behaviors.
- The connection between planning, structure and behaviors was discussed. Students may feel if they are not on a reading level they may act out.
- A suggestion was made for more evaluation training. There may need to be training about what is meant by planning and preparation. It is different by role.
- Melissa mentioned that there are separate evaluation forms for teachers and specialists.
- It was questioned whether or not the training is working. We need to think about how to connect the purpose of the evaluations with teachers.
- Michael commented that administrators should be modeling best practices for the evaluation process. Only 40% of the administrators received an evaluation last year. This means that 60% of the administrators received no feedback.
- A question was asked, how could we support Administrators to improve evaluations?
- Melissa commented that some of the districts are pulling feedback at the district level and reviewing it and having co-observations and calibration activities. Calibration is offered, but none of it is mandatory.
- Comments were noted that the teachers need the most support and feedback during their first two years of teaching. Are administrators being too cautious because of retention?
- A comment was made that the DPAS Bootcamp is now 5 days for training.
- A comment was made that professional growth needs to be ongoing and more than Boot Camp
- Melissa and Michael selected four districts with high numbers of new administrators for calibration walks with the Danielson Group. Other districts will be given the same opportunity as they have additional funds to train them.

5. Leader Rubric Revision – Michael Saylor

- Michael shared a PowerPoint presentation for revisions to DPAS-II for Administrations. The purpose of the work is to align administrator rubrics to Professional Standards for Education Leaders (PSEL) to create a tool that will lead to meaningful engagement in a continuous cycle of improvement, thus leading to improvements in student outcomes across Delaware.
- The kickoff was on October 2, 2018. The group will meet face to face monthly and virtually. Rubrics will be available to share in April. He is working with DASL for full day and half-day trainings to be held next summer. Implementation begins next year.
- UD completed a study and found great misalignment between PSEL standards and current rubrics.
- A mentoring and induction program is now in place to coach and mentor new administrators. The program will help to support new leaders in the DPAS-II process. Mentor and induction sessions are aligned to PSEL standards.
- In addition to the rubrics, some changes to process may be recommended.
- Changes will need to be made to regulations since Component names will change.
- It was asked which rubrics are being used with special education case managers. Melissa commented that the department is meeting with the specialists and on the specialist rubrics to support how their role and responsibilities align to their rubrics.

6. Teacher Rubric Revision – Melissa Oates

- Melissa gave an overview on the Teacher Rubric Revision. The objective of the work is to adopt and adapt a rubric that can articulate teacher practices that matter most for student learning.
- Melissa commented that this year the process would be coming up with a draft of a new tool for observing. Process is not currently a focus. The rubric is core to the system. The focus is the students. When developing a tool to provide feedback to the teachers that will help students to learn, prepare, and have choice in life.
- Year one the team was asked to work to recommend a rubric to adopt and adapt to use in Delaware. Will be working to test and refine the rubric. A mini pilot is planned for editing and revising the draft.
- This conversation will be continued at the next meeting.

7. DPAS Monitoring

- This item will be moved to the next meeting.

8. Credentialed observer / Evaluation Definition

- This item will be moved to the next meeting.

9. Dates for future meetings

- A comment was made about adding one additional hour into the meeting to discuss additional items.

Items for next meeting

Credentialed Observer / Evaluation Definition

Component IV

Recommendations need to be made by March



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10. Public Comments

Bill Doolittle commented on the teachers being 99% effective. He feels that this needs to be the top priority and have support. There are three levels and feels middle should be something with specialized support. If you are in the bottom 15%, you need intervention.

11. Adjournment

A motion was made to adjourn the meeting by the Chair.

The motion passed. The meeting adjourned at 11:15

****If you cannot attend the meeting and would like to send a replacement on your behalf, please submit your request in writing to Melissa Oates. ** 7 Committee Members need to be present for a quorum.**